

**JOB ANALYSIS
EQUIPMENT MECHANIC II**

| Essential Functions: | Physical &/Or Mental Abilities: | Frequency: | Accommodation: |
|---|---|----------------------|----------------------------|
| 1. Examines and locates mechanical defects in a wide variety of vehicles. | Bend, stoop, crouch or kneel. | Repeatedly | No accommodation required. |
| | Prolonged standing. | Repeatedly | No accommodation required. |
| 2. Performs major mechanical repairs; disassembles, repairs, and replaces worn parts. | Bend, stoop, crouch or kneel. | Repeatedly | No accommodation required. |
| | Prolonged standing. | Repeatedly | No accommodation required. |
| | Standing for 1 hour, walking, sitting. | Intermittently | No accommodation required. |
| | Lifting up to 58 pounds. | 2 to 5 times weekly. | Assistance available. |
| | Lifting up to 19 pounds. | Repeatedly | No accommodation required. |
| | Push and/or pull up to 10 pounds approximately 5 feet | Intermittently | No accommodation required. |
| | Carry up to 19 pounds. | Daily | Assistance available. |
| | Climb ladders or steps. | Repeatedly | No accommodation required. |
| | Reach above shoulder level. | Occasionally | No accommodation required. |
| | Reach below shoulder level. | Occasionally | No accommodation required. |
| 3. Performs basic body repair work and machine shop work. | Bend, stoop, crouch or kneel. | Repeatedly | No accommodation required. |
| | Prolonged standing. | Repeatedly | No accommodation required. |
| | Standing for 1 hour, walking, sitting. | Intermittently | No accommodation required. |
| | Lifting up to 58 pounds. | 2 to 5 times weekly. | Assistance available. |

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| | Push and/or pull up to 10 pounds approximately 5 feet | Intermittently | No accommodation required. |
| | Carry up to 19 pounds. | Daily | No accommodation required. |
| | Climb ladders or steps. | Repeatedly | No accommodation required. |
| | Reach above shoulder level. | Occasionally | No accommodation required. |
| | Reach below shoulder level. | Occasionally | No accommodation required. |
| Marginal Duties: | | | |
| 1. Operates a tow truck, driving to various locations to make minor repairs in the field, such as jump starts, battery or tire replacement, or tow vehicle into garage for repairs. | Driving | Daily, depending on assignment | Reassign towing function to other personnel. |
| | Lifting up to 19 pounds. | Repeatedly | |
| | Lifting up to 50 pounds. | Intermittently | |
| | Push and/or pull up to 10 pounds approximately 5 feet | Intermittently | |
| | Carry up to 19 pounds. | Daily | |
| | Reach above shoulder level. | Repeatedly | |
| | Reach below shoulder level. | Repeatedly | |
| 2. Keeps records of time, materials, parts, and work performed. | | Daily | No accommodation required. |

Employee Signature _____ Date _____

Supervisor/Manager Signature _____ Date _____

Notes: If a reasonable accommodation cannot be provided for just one essential function, then you are unable to accommodate the employee for the position. For each essential function that cannot be accommodated, full and complete justification must be attached.